

8th Annual Meeting

PARTNERSHIPS FOR YOUTH

GETTING THE YOUNG INTO JOBS AND BUSINESS FOR
SUCCESSFUL WORKING LIFE

20 - 21 March 2012, Berlin, Germany
Kalkscheune, Johannisstr. 2

In co-operation with the German Federal Government Commissioner for the New Federal States, the Senate of Berlin Department for Labour, Integration and Women's Issues, the German Federal Employment Agency, the European Youth Forum and gsub mbH - Social Business Consultancy Corporation

Agenda of concurrent workshops

Tuesday, 20 March 2012

14.30 - 18.00	CONCURRENT WORKSHOPS 1-5 (hosted by Berlin youth projects)			CONCURRENT WORKSHOP 6 (conference venue)	
15.15 - 18.00	Workshop 1 YOUTH ENTREPRENEURSHIP	Workshop 2 SUPPORTING SCHOOL-TO-WORK TRANSITIONS	Workshop 3 BUILDING FUTURES FOR DISADVANTAGED YOUTH	Workshop 4 SKILLS FOR SUCCESSFUL WORKING LIFE: APPRENTICESHIPS AND BEYOND	Workshop 5 JOINED UP APPROACHES TO YOUTH EMPLOYMENT
15.00 - 18.00	Workshop 6: MANAGING DEMOGRAPHIC CHANGE - Transitions in labour markets				

Wednesday, 21 March 2012

10.00 - 11.30	GETTING THE YOUNG INTO JOBS AND BUSINESS: the 'WHO' and the 'HOW' These 4 concurrent workshops will discuss the role of key institutions in supporting youth entrepreneurship, school to work transitions, helping young people break out of intergenerational cycles of poverty, and helping youth to acquire the right set of skills for a successful working life. The discussions will build on the results of the workshops of the previous day.			
	Workshop A WHAT COULD THE SOCIAL ECONOMY DO?	Workshop B WHAT COULD LOCAL PARTNERSHIP ORGANISATIONS DO?	Workshop C WHAT SHOULD LABOUR MARKET AND TRAINING INSTITUTIONS BE FOCUSING ON?	Workshop D WHAT COULD BUSINESSES DO?



Tuesday, 20 March 2012

Workshop 1 - YOUTH ENTREPRENEURSHIP

Host project

Gründerwerkstatt business incubator

Tobias Evel, Project Co-ordinator

Moderators

David Halabisky, OECD

Experts

Leonardo George Christodoulou, General Director, Athens S.O.S./Young Socialists, Greece

Norbert Kunz, IQ consult, Germany, Social Entrepreneur of the year 2011

Peter Ramsden, Consultant, UK

Euchar Sultana, International & EU Officer, Maltese National Youth Council

This workshop will examine the role that youth entrepreneurship can play in bringing youth into work. Young people face a great number of barriers when attempting to start a business due to their relative lack of financial, human and network capital, and governments have responded with a wide variety of programmes that include education and training, financial support and business development support services such as coaching and mentoring.

This workshop will discuss the issues and best practices from OECD countries, including horizontal policy instruments such as the "Gründerwerkstatt" business incubator in Beuth that deliver several types of assistance together. A key policy question that will be explored is whether programmes should be intensive and narrowly targeted, or less intensive and attempt to help a larger number of youth.

Q 1. What are the key barriers for youth entrepreneurship?

Q 2. Youth entrepreneurship support programmes: narrowly targeted or wide spread?



Berufs
Informations
Zentrum

Gründerwerkstatt business incubator

The Business Innovation Centre is aimed at transferring innovations, research results and developments from the university into the economy and industry. A main goal is it to strengthen and develop businesses by young, recent and efficient enterprises in Berlin and to promote co-operation between science and economics. The project "Gründerwerkstatt" at the Beuth Hochschule für Technik Berlin University of Applied Science was started in April 2005 and is supported by the Berlin Senate for Economics, Technology and Research and the European Social Fund. The founders receive a monthly scholarship up to 4,000 EUR per team as well as free workspace, consultation, training courses, coaching and mentoring for a maximum of 18 months. Business ideas in technology-oriented sectors as well as production-related services are focused.

Technology-oriented start-ups need a longer period of development than other start-ups. The scholarship aims to reduce the risk of a business start-up and. New learning processes and long-term co-operation are to be initiated. Students and graduates are encouraged to convert their own enterprise ideas into start-ups and become engaged in self-employment. Strong networks exist with other universities in Berlin, the Business Angels Club Berlin Brandenburg and the Technology Coaching Center Berlin GmbH, but also to the alumni of the "Gründerwerkstatt". 50 founders are involved and work in parallel with the students and graduates on the realisation and establishment of their enterprises.

Economic, legal and social knowledge for a successful management is learned and improved in seminars and workshops and the Business Innovation Centre provides enterprises at different phases of development the opportunity to exchange experiences. The project "Gründerwerkstatt" is open for all university graduates with the principal residence in Berlin. In order to apply for a place in the "Gründerwerkstatt", applicants must submit a business plan, a curriculum vitae and references. In a bi-annual selection process, 4 to 6 teams are selected for the "Gründerwerkstatt". About 80 % of the supervised and coached start-up teams are still active and successful after two or more years in the market. Approx. 300 jobs in Berlin have been created by 72 establishments.

Workshop 2 - SUPPORTING SCHOOL-TO-WORK TRANSITIONS

<p>Host project Berufsinformationszentrum (Vocational information center)</p> <p><i>Petra Reinert</i>, Vocational Adviser Employment Agency Berlin <i>Cornelia Spross</i>, Expert, Federal Employment Agency</p> <p>Moderator <i>Ekaterina Travkina</i>, OECD</p>	<p>Experts <i>Eddy Adams</i>, Independent Consultant, Glasgow, UK <i>Peter Grund</i>, Teacher Max-Taut-Schule (Vocational School), Berlin, Germany <i>Vesna Milosevic</i>, National Youth Employment Council and Youth Employment Action, Slovenia <i>Dr. Diana Peitel</i>, gsub <i>Petra Reinert</i>, Vocational Adviser Employment Agency Berlin <i>Konrad Tack</i>, Federal Employment Agency (former Director), Berlin, Germany <i>Nico van de Vrie</i>, International Consultant, Chair Working Group Employment Eurocities and former Director of Social Affairs and Employment, City of Rotterdam (WS D)</p>
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Young people neither in employment, education or training (NEET) face severe problems in making the transition from education to the workplace and risk being trapped in long-term unemployment and inactivity. This workshop will debate ways to address the needs of NEET youth. Interventions at the local level are most effective when early and well targeted, rather than remedial programmes which are most costly and less likely to have a positive effect. Young people who are far removed from the labour market may have low levels of motivation and often lack networks outside their peer group, which can increase the likelihood of dropping out. Working with young people before they drop out is a priority; working with young people who have already left the education system can be significantly more challenging, and requires a different approach. How can the education system tackle these issues and ensure a greater connect between school and the working world, and the acquisition of valuable skills and experience? Careers support can also greatly help NEET youth by encouraging them to think about their future and to aim high – go for a “career” rather than a “job”. Also social economy organisations have a role to play in tackling these issues.

- Q1. What are the main factors ‘pushing’ youth out of education and preventing the connect with employment?
- Q2. How can the education system ensure a greater connect between school and the working world, and the acquisition of valuable skills and experience?
- Q3. What are the most effective career guidance and career support approaches?

 **Berufsinformationszentrum (Vocational information center)**

Vocational Information Centres (Berufsinformationszentren - BIZ) are available at almost every local employment office. Without appointments or waiting in line, and with no questions asked about personal particulars, anyone can drop in to pick up information on a wide range of issues in initial and further training, academic courses of study, occupations and the labour market. The emphasis is on finding out for oneself. With only a few exceptions, all the media at the BIZ can be used by visitors themselves, with no need for extensive explanations or instructions. Staff members are also available for further information, particularly on occupational matters.

The BIZ offers: Information folders and some 400 occupations and courses of training or study. BIZ computers are equipped with programmes on interests, vocational training and academic studies—occupations, a general survey of occupations (text and graphical information on more than 1000 occupations and activities), applying for a training position applying for a job, assistance with vocational training. KURSNET —the database for initial and further training— currently covers about 600,000 educational events throughout Germany. BIZ visitors can call up information tailored, for example, to their own selected training goals and regions. More than 200 films on fields of employment and business, individual occupations, and special topics on career choices. Over 100 audio programmes about questions relating to university studies. Information about working across Europe. This includes not only German materials but publications in other languages from other EU countries. Books, periodicals and reference works dealing with occupations, university studies and economics (both national and international).

JOB BÖRSE provides information about training vacancies. In addition to the Vocational Information Centres, which are located at the local employment offices, there are also "BIZ-mobiles." These mobile facilities can be set up temporarily. In places where the nearest BIZ is still too far away. Particularly favoured sites are schools and city halls. Some branch offices also include do-it-yourself information media provided by the BIZ, such as BIZ computers, information folders and films.

Quality through Qualification: Vocational guidance is available at every local employment office. Career counsellors there take care of vocational counselling, career orientation and placement in open training positions. Specialist consultants are available for groups like high-school students in academic programmes, university students and graduates, and the disabled. In performing their duties, career counsellors need extensive knowledge that involves aspects of economics, occupational studies, psychology, education, medicine and law. They can gain this knowledge by studying at the BA's own graduate school in Mannheim, as part of other university studies, or in the course of regular continuing education in their field. They must continuously and systematically monitor developments in different occupations, the employment situation and trends in the labour market. These experts draw upon the results of research performed by the BA's Institute for Employment Research (the IAB) and other scientific institutions, and upon a comprehensive occupational information and documentation system that observes documents and swiftly publicises shifts, changes and trends in education, training and continuing education that might be relevant for occupational use.



Workshop 3 - BUILDING FUTURES FOR DISADVANTAGED YOUTH

Host project

BBZ Berlin gGmbH

Sabine Hiersemann, Managing Director BBZ
Sabine Kurpiers, freelance translator

Moderators

Francesca Froy, OECD
Emma Clarence, OECD

Co-moderator: *Achim Wolf*, gsub

Experts

Margitta Haertel, Pfefferwerk Foundation, Germany
Dietrich Henckel, Head of Urban and Regional Planning Department, Technische Universität Berlin
Prof. Marc Molgat, Professor, Director and Associate Dean, School of Social Work, University of Ottawa, Canada
Michael Schwab, Chairman, Rural Youth Europe, Germany
Louis Vervloet, Director of ESF Unit, Flemish Ministry of Employment, Belgium

Children who grow up in disadvantaged families are more likely to suffer unemployment, low pay, and poor health in adulthood and to transfer this poverty of opportunity to their own children (Vleminckx and Smeeding, 2001). How can policy makers ensure that young people can break out of such intergenerational cycles of poverty and succeed in both education and the labour market? The workshop will focus on 3 themes.

Area-based approaches: Certain communities and deprived neighbourhoods are more likely to host problems of intergenerational poverty. Area-based approaches can be useful to tackle the multiple factors which operate in such places to limit the progress of young people.

Adapting mainstream policies: At the same time, mainstream education and training provision needs to be flexible to dealing with the particular barriers which can prevent young people from poorer backgrounds achieving success in education.

Innovative financing mechanisms: Helping young people to build successful futures can be resource intensive, and this is a challenge in the light of current public budget deficits. Because the learning process builds on foundations laid at early ages, early investment in education may be particularly effective in improving outcomes for people later in their lives (Heckmann et al, 2006). The social economy and the private sector can play an important role in improving employment prospects for young people living in poverty.

Q 1. What are the factors which lead to the success of area-based approaches?

Q2. How targeted should education and training support be? Should particular support be given to certain groups, such as the children of migrants?

Q 3. Where are resources best-placed? Should particular support be given to early years education? How can the role of social economy and the private sector be better harnessed?



BBZ Berlin gGmbH

The Education and Advisory Centre for Career and Employment (BBZ Berlin) is a non-profit education company that has been successfully established in the education market since the mid-1990s. BBZ focuses on providing career services and career perspectives. These services range from career orientation for school pupils, via initial and continuing vocational training to educational and training guidance as well as integration in the labour market.

A major part of the services is aimed at adolescents and young adults, who require special support to achieve vocational qualifications. For this purpose, various publicly financed programmes are used. Professions, in which BBZ Berlin is active, are:

- Electrical engineering/Electronics
- Information technology
- Painting/Varnishing
- Storage industry/Trade
- Office work/Administration.

It is our aim to provide young people, who have special educational needs, not only with the opportunity to acquire vocational qualifications, but also with support with their integration in employment. For this reason, a large degree of business orientation and close cooperation with companies in Berlin is characteristic of all training measures undertaken at BBZ.

The contents of 3 thematic issues are presented: First: Experiences gained from implementation of various publicly financed training programmes and the realisation of the "Jobstarter" model project, in which Berlin companies, a vocational school and BBZ Berlin cooperate and jointly try out the work using training modules. Second: New possibilities to catch up on vocational qualifications for those who have dropped out of training and those who are already in employment and have gained previous experience. Third: Networking in training groups, collaboration between various actors involved in the field of vocational education in Berlin, e.g. Federal State of Berlin (Senate) and service companies, institutions involved in promoting work and youth welfare, business promotion.

Workshop 4 - SKILLS FOR SUCCESSFUL WORKING LIFE: APPRENTICESHIPS AND BEYOND

<p>Host project ABB Trainingscenter Berlin</p> <p>Marcus Braunert, President ABB Training Center Ltd.</p> <p>Moderator Michael Förchner, Centre for Social Innovation, Austria</p>	<p>Experts Katherine Chapman, UK Commission on Employment and Skills Dr. Daniel Heuermann, gsub Dr. Nidya Neer, Advisor to the Minister, Ministry of Labour, Employment and Social Security, Argentina Elli Strauven-Dejean, Pfefferwerk Foundation, Germany Susanne Weber, Research Institute for Vocational Education and Training, Germany</p>
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Research shows that apprenticeships are one of the best ways of training, developing and skilling people for successful working life, and supplying businesses with employees with the skills and qualities they need and which are often not available on the external job market. Apprenticeships have also proven to be effective in upgrading the skills of low-skilled workers and integrating the disadvantaged into jobs and workforce development. It is also important to find the right way to support job retention and employment progression of young people. This can be done through “bridging pathways” and a “career clusters” approaches. Building on the German dual training system experience, this workshop will focus on the barriers and pitfalls preventing youth from acquiring the right set of skills and on ways to overcome them.

Q 1. What is key to the success of the German model?

Q 2. How to ensure that young people get the right set of skills to enter and progress in the labour market?

Q 3. What is the role of collaborative partnerships with employers at the local level in order to stimulate an improved offer and uptake of apprenticeships?

Power and productivity for a better world™ **ABB** *ABB Trainingscenter Berlin*

ABB Training Center Berlin is a training provider for SMEs in Berlin and Brandenburg, and has had experience in providing vocational training for more than 60 years. The ever increasing competition and the more and more rapidly changing innovation cycles as well as increased necessity for flexibility within vocational and professional training compel enterprises to concern themselves more thoroughly with the questions of training and how to qualify their own personnel.

In view of this development the ABB Training Center in Berlin started to design custom-made vocational and further education training courses according to customers’ needs. Over the past years the training partnership’s network has been steadily increased, and currently 120 enterprises have commissioned us to train their apprentices. We offer training partnerships in 16 different professions on the principle of the ABB modular system in vocational training. As part of our external training management we support and guide these enterprises with the whole process from selecting the candidates to preparing the apprentices for their final examinations.

ABB Training Center functions as the control center among the training partners organising and executing training courses within the framework of succession planning – always taking into consideration the special needs of the partner SMEs. Furthermore custom-made modules and courses are offered for all further training needs of employees within SMEs.

Living proof of the quality and high standard of the training courses is the ever increasing demand for our training courses and modules. Currently in 2011/12 there are approximately 600 apprentices being trained by us. The most important proof for the quality of our training courses is the fact that over the past few years all apprentices have passed their final examinations and have either found a job within their enterprise or gone on to university.

The German board of ABB specifically supports the strategic activities of the Training Center in Berlin. For the past three years about € 1,500,000 were invested in modernising the work stations as well as in improving working conditions on site.

Since November ATC has been cooperating with k.os. GmbH to create a new model. The project „Berliner AusbildungsQualität in der Verbundausbildung“ (“High standards of quality of vocational training within training partnerships in Berlin”) which is a focal part of the initiative „Qualitätsentwicklung und –sicherung in der betrieblichen Berufsausbildung“ (“Developing and securing high standards of quality of vocational in-house training”) by the Federal Institute for Vocational Education and Training (BIBB) is promoted by the Federal Ministry of Education and Research and the Department for Integration, Labour and Women’s Issues (Senatsverwaltung für Arbeit, Integration und Frauen) in Berlin.

ABB (www.abb.com) is a leader in power and automation technologies that enable utility and industry customers to improve performance while lowering environmental impact. The ABB Group of companies operates in around 100 countries and employs about 130,000 people.

Workshop 5 - JOINED UP APPROACHES TO YOUTH EMPLOYMENT

Host project

Project "grips" in Marzahn-Hellersdorf and Masterplan for youth employment of the District Marzahn-Hellersdorf
(hosted by ABU - Akademie für Berufsförderung und Umschulung mbH/ Mayor of the district Marzahn-Hellersdorf)

Stefan Komoß, Mayor of the District Marzahn-Hellersdorf (Welcome)

Hans-Joachim Borchert, ABU gGmbH

Enrico Stölzel, Mayor Office, District Marzahn-Hellersdorf

Moderator

Dr. Reiner Aster, gsub mbH (WS A)

Susann Kühnapfel, gsub-Projektgesellschaft mbH

Experts

Le Duy Binh, Managing Director, Economica, Viet Nam

Randall Eberts, Executive Director, W.E. Upjohn Institute for Employment Research, US

Denis Leamy, Chief Executive of Pobal, Ireland

Romina Matei, President, Youth Express Network, Romania

Alison Partridge, Director, Aurora European Services Ltd, UK

Sascha Strupp, Policy Officer, Adopt an Intern Programme, Centre for Scottish Public Policy, UK

Providing jobs for youth requires place specific responses involving different local players as part of wider local development strategies. This workshop will look at the importance of a joined up approach in both tackling entrenched barriers and generating new networks of opportunity for young people. It will examine ways of joint working to ensure that young people have accurate careers guidance as to opportunities in the local economy, and career ladders to support employment progression. It will address the issue of skills utilisation in the workplace and the need to work closely with employers in terms of delivering new opportunities to young people, but also as policy co-creators and co-implementers. Putting in place a networked response can also create a more integrated service which allows participants to access a number of different, follow-on programmes, thereby aiding continuous learning and development. In a time of constrained budgets, policy makers and practitioners need to come up with cost saving measures to ensure greater diversity in their funding stream by seek a mixture of funding such as employers, state, and philanthropy.

Q1. How can joined up approaches at local level improve young people's job and skills opportunities? What is the added value of collaborative approaches (schools, local authorities, jobcentres, enterprises and NGOs et cetera) in comparison to working in silos?

Q2. How to involve – in particular – local employers?

Q3. How to reach those of the young people who are far away from the labour market?



The training restaurant "grips" of ABU gGmbH

ABU gGmbH (non-profit) was founded in 1990 as an institution with social goals. Its main activity is social and professional integration of young people from a disadvantaged environment and/ or with learning difficulties. ABU supports these young people in many ways on their transition from school into vocational training or from training into employment and, as a result, opens new perspectives to them. The training offers are public financed. From the very beginning ABU is a provider of practical vocational training by its own cooperating closely with enterprises. In addition, it offers a range of life skills and learning support to its young clients. At present, ABU's initial vocational training offer covers 26 craft, trade, administration and service professions with the according know how, staff and premises. In 2007, ABU gGmbH founded its own training restaurant and café „grip“ (or engl. „brains“) for the training of young cooks, restaurant specialists, confectioners and retailers. This initiative was driven by the intention to raise the motivation of the young apprentices in a training environment very close to economic realities and by delivering training contents in a highly practice related way. "grips" motto "self-created - youthful served" wants to attract clients, of course. But at the same time this motto motivates young people to act independently, to show responsibility and to be creative in doing so. Apprentices can apply learned knowledge and skills directly to their clients and proof their abilities in reality. In turn, the clients' positive feedback has an activating effect for the young people and stimulates them to learn. The training conception of „grips“ includes both: it takes due account of the disadvantages of the young people (social situation, learning difficulties etc.), on one hand, and of the requirements of a service enterprise close to economic realities, on the other. Under the umbrella of a training institute, our apprentices are trained and encouraged by getting acquainted step by step with different operational processes and organisational structures of the restaurant business. Because of their difficult life circumstances they need more professional guidance, attention and time for their individual development as compared with other young people. The apprentices enjoy the advantage of work with clients from the very first day until the end of the three years' apprenticeship. Further, they become acquainted with all processes of a gastronomic enterprise. For example, the pastry shop opens to them the possibility to go through the training section "Pastries and cakes" at place. So, they acquire a knowledge advantage as compared with apprentices trained in ordinary training kitchens. This is a benefit for later job applications and increases the chances in the labour market.

The "grips" training facility consists of a kitchen, a restaurant, a pastry shop, a café and a retail shop. Theoretical and practical training are combined here in a good way. This particularly benefits apprentices with learning difficulties. Requested life skills support for socially disadvantaged young people is possible here as well. The trainers analyse the apprentices' behavior during the training for further improvements. Misconduct or dropout and can be prevented immediately. The goals of training close to economic realities were further strengthened by the establishment of a junior company in 2007. With the help of the junior company we succeeded in getting the apprentices not only involved in operational processes but also in administrative functions, in controlling and marketing. One third of the young people has a migrant background in Turkey, the Russian Fed., Kazakhstan and Arab countries. This is typical for Berlin in general but not yet for our borough Marzahn-Hellersdorf. Meanwhile, the training facility has a good reputation in the city district and beyond. "grips" stands for quality. This fact helps the students to find a good job, to become socially stable and to awake pride in themselves.

Workshop 6 - MANAGING DEMOGRAPHIC CHANGE - Transitions in labour markets

Moderator

Dr. Cristina Martinez, OECD

Experts

Robert Strauss, Head of Employment Analysis, EC and Chair FPLG

Natalia Batz, Berlin University of Technology, Germany

Prof. Emmanuèle C. Cunningham-Sabot, University of Rennes, France; EU COST Cires project, Chair SCiRN

Torbjörn Israelsson, Senior Adviser, Department of Analyses, National Public Employment Service, Sweden

Jana Machacova, Centre for Social Innovation (ZSI), Austria

Prof. Claudia Mattes, HU Berlin, Germany

Megumi Nozawa (Ms), First Secretary, Japanese Delegation to the OECD

Dr. Tobias Robischon, Schader Foundation, Germany

Manuel Wolff, Dresden University of Technology, Germany

This workshop will discuss what can be done at the local level to address the impact of declining youth population rates within ageing OECD countries and the new youth high unemployment and migration paradigm. Governments, firms, trade unions and other organisations have a role to play through the support and design of intergenerational knowledge intensive activities in firms. The workshop will discuss the German experience which sees relatively low youth unemployment as well as best practices and strategies from other OECD countries including youth mentoring by older workers. Reducing youth unemployment (and more generally the numbers of NEETs) while increasing employment rates of older workers can be a complementary policy goal and key to more sustainable local economies and societies.

The workshop will consider intergenerational issues of labour markets to inform policies and practices of economic organisations, local partnerships, labour market and training institutions and businesses and trade unions.

The workshop will be organised into two sessions. The **first session** will discuss the short film "Glasgow's Turnaround" which looks at the history of Glasgow's planning strategies following on from the city's industrial heyday of shipbuilding in the 1930s, its industrial decline, population shrinkage (some of which was actively encouraged by city and government policies), to today's current regeneration strategies and their outcomes. In the documentary local practitioners, politicians and academics discuss critically the different strategies put in place to reverse the decline. The strategies presented include economic growth and housing, culture, education, and migration. Local governance and public spending play a key role. The impact of these regeneration strategies on young generations in the labour market is ambivalent and according to researchers, has contributed to a widening polarisation in the labour market. Commentaries from Japan, Sweden, Austria, Poland, Germany and the EC will provide an international perspective to the *problematique*. Some of the questions to be addressed in the discussion are:

- How are demographic change and urban shrinkage affecting both the older and the younger workers and people more generally?
- How do older and younger generations respond to changes in the place where they live?
- How do older and younger generations understand changes in workplace due to extended working lives? Are there any experiences/programmes from your country?
- What are the implications for the integration in the labour market of the young today (with high youth unemployment in many countries) and in the longer term?

The **second session** will discuss the German experience and novel intergenerational initiatives addressing labour markets. Using the fishbowl technique participants will decide on recommendations from the group for what social economy actors, labour market institutions, partnerships and private sector should do to get the youth into jobs.

Some of the questions to be addressed in the discussion are:

- What is the role for partnerships? Are particular potential partners too often left out of decision making, e.g. SMEs?
- Are there particular implications for Labour Market integration for other vulnerable groups, e.g. migrants or non nationals, especially young migrants?
- Do those with low skills face particular problems, and if so, are these the same for younger and older low skilled workers?
- What intergenerational initiatives are useful for policy design of ageing strategies?

Rapporteurs will inform of these recommendations at the workshops next day.

Wednesday, 21 March 2012

Workshop A - WHAT COULD THE SOCIAL ECONOMY DO?

Moderator

Emma Clarence, OECD

Contribution by

Paul Adamson, Editor-in-Chief, E!Sharp
Vesna Milosevic, National Youth Employment Council and Youth Employment Action, Slovenia

Rapporteur

Larry O'Neill, Deputy CEO, CPLN Area Partnership, Ireland

Social economy organisations have a role to play in addressing the challenges linked to youth, be these unemployment, getting better skills or overcoming poverty. The workshop will identify how the social economy can contribute to overcoming the barriers that youth face in addressing these challenges and suggest what strategies should be adopted to strengthen its role in doing so.

Q1. What are the current strengths and weaknesses of the social economy in helping young people into work and business?

Q2. What more can the social economy do to help young people into work and business?

Q3. What strategies are needed to enhance the role and performance of the social economy?

Workshop B - WHAT COULD LOCAL PARTNERSHIP ORGANISATIONS DO?

Moderator

Michael Förschner, Centre for Social Innovation, Austria

Contribution by

Denis Leamy, Chief Executive of Pobal, Ireland
Robert Strauss, Head of Employment Analysis, EC and Chair FPLG

Rapporteur

Marc Molgat, Professor, Director and Associate Dean, School of Social Work, University of Ottawa, Canada

Partnerships between employers, training providers, employment services, and the third sector are key to success in getting the young onto jobs and business. This workshop will continue the discussion on the importance of a joined up approach, including new financial mechanisms, in both tackling entrenched barriers and generating new networks of opportunity for young people. It will also look into how national policies could enable partnership working.

Q 1. What are the strengths and weaknesses of local partnership organisations in helping the young into jobs and businesses?

Q 2. How could governments incentivise and support partnership working?

Workshop C WHAT SHOULD LABOUR MARKET AND TRAINING INSTITUTIONS BE FOCUSING ON?

Moderators

Francesca Froy, OECD
Ekaterina Travkina, OECD

Contribution by

Jan Hendeliowitz, Senior Advisor, Ministry of Employment, Denmark, Chairman, OECD LEED Directing Committee
Dr. Nidya Neer, Advisor to the Minister, Ministry of Labour, Employment and Social Security, Argentina
Paolo Reboani, Chairman and CEO, Italia Lavoro
Sally Sinclair, CEO, National Employment Services Association, Australia
Louis Vervloet, Director of ESF Unit, Flemish Ministry of Employment, Belgium

Rapporteur

Eddy Adams, Independent Consultant, Glasgow, UK

Labour market and training institutions need to play centre stage in tackling youth unemployment and under-employment, but do they have sufficient flexibility in the implementation of their programmes to contribute effectively to local youth strategies? Tailoring training and labour market programmes to labour market needs can help to better integrate young people into the labour market - how can this be achieved? Young people need effective pathways between education and employment, but services for young people are often fragmented. How can provision be joined up effectively at local level? What types of education are most effective in bringing disaffected youth back into the labour market? Should significant resources be invested in actions for people who have dropped out of education, or rather should investments focus on interventions earlier on in the lifecycle, such as early years education, and preventative actions to keep young people in school? Do labour market and training institutions have a role to play in raising young people's aspirations so that they fully utilise their skills? Do they also have a responsibility to prevent the exploitation of youth in low-paid, precarious jobs while not hindering the creation of productive jobs for youth?

Q1. What should labour market and training institutions focus on in order to support better outcomes for youth?

Q2. With which other institutions should they work? How could they effectively participate in local youth strategies?

Q3. What are the main barriers to achieving better outcomes? How can these be overcome?

Workshop D - WHAT COULD BUSINESSES DO?

Moderators

Katherine Chapman, UKCES

David Halabisky, OECD LEED

Contribution by

James Doorley, Deputy Director, National Youth Council of Ireland

Federico Montelli, General Director, Formaper, Italy

Ralph-Michael Rath, Association of Employers' Organisations of Berlin and Brandenburg, Germany

Burkhard Volbracht, Business Development Agency Berlin (Berlin Partner GmbH), Germany

Rapporteur

Peter Ramsden, Consultant, UK

This workshop will explore the role of businesses in helping young people into work. It will examine what more businesses can do, or do differently, to help young people make the transition into work. This includes the role of businesses in helping young people develop employability skills, in providing careers information and in using recruitment practices that work for young people. It will also explore how businesses could be encouraged to create more entry level opportunities and work based training pathways for young people. The workshops will analyse employers' experiences of government support in these areas to identify what works from the employer perspective.

Q1. How could businesses engage most effectively with the education system to help prepare young people for work? (for example work experience and careers information)

Q2. How can businesses ensure that their recruitment practices reach young people? Is there a role for government or other partners here?

Q3. How could businesses work together to create more entry level jobs and work-based training pathways for young people? How can government incentivise employers to do this?